

Message Text

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STATE FOR EUR/RPM

DEFENSE FOR MR. PAYNE PER. DIV. ODAS(A)/OASD(C)

E.O. 11652: N/A

TAGS: APER, NAMSA

SUBJECT: MR. HARRY S. SPAULDING, NAMSA DIRECTOR OF LOGISTICS,
REQUEST FOR AUTHORITY FOR DIRECT HIRE STATUS

REF: STATE 088602

1. SUMMARY: MISSION HAS RECEIVED A LETTER FROM HARRY S. SPAULDING, FD-2, NAMSA DIRECTOR OF LOGISTICS, REQUESTING AUTHORITY TO RETIRE FROM THE FEDERAL SERVICE WITH OVER 35 YEARS OF SERVICE AND REMAIN ON AS NAMSA DIRECTOR OF LOGISTICS IN DIRECT HIRE STATUS WITH SALARY AND EMOLUMENTS POSSIBLY LIMITED - IF ADMINISTRATIVELY MORE FEASIBLE - TO THOSE CORRESPONDING TO TOP OF NATO GRADE A-3 AND WITH HIS CONTINUING TENURE IN THAT POSITION SUBJECT TO THE LIMITATIONS OF DOD INSTRUCTION 1404.8 OF 10 APRIL 1968, ROTATION OF EMPLOYEES FROM FOREIGN AREAS. MISSION PLANS TO INFORM MR. SPAULDING THAT HIS REQUEST CANNOT BE APPROVED. END SUMMARY.

2. MISSION RECEIVED FOLLOWING LETTER FROM HARRY S. SPAULDING, FD-2, NAMSA DIRECTOR OF LOGISTICS:

QUOTE: IN FEBRUARY OF 1976, I TURNED 55, AND IN THE SAME MONTH COMPLETED 35 YEARS OF FEDERAL SERVICE. UNDER THE PROVISIONS OF DOD INSTRUCTION 1404.8 OF 10 APRIL 1968, ROTATION OF
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EMPLOYEES FROM FOREIGN AREAS, MY CURRENT 5 YEARS OVERSEAS TOUR IS SCHEDULED TO TERMINATE ON 20 JANUARY 1978.

AS AN FD-2 IN LUXEMBOURG, I HAVE AN ANNUAL FEDERAL SALARY OF \$37,800 AND RECEIVE AN ADDITIONAL \$5,915 IN ALLOWANCES. MY

TOTAL ANNUAL PAY AND ALLOWANCES AFTER WITHHOLDING IS \$34,532M THAT COMPARES WITH AN ANNUAL TAX EXEMPT PAY OF \$41,972 OF NATO GRADE A-6, STEP 3. THE OTHER 3 A-6 DIRECTORS IN NAMSA EARN, THEREFORE, \$7,440 AFTER TAXES MORE THAN I DO AS THE DIRECTOR OF LOGISTICS. THIS, I CONSIDER, IS BY NO MEANS "EQUAL PAY FOR EQUAL WORK," PARTICULARLY SINCE MY POSITION INVOLVES THE HEAVIEST AND BROADEST RESPONSIBILITIES OF ANY OF THE DIRECTORS--RESPONSIBILITIES, INDEED, SECOND ONLY TO THOSE OF THE GENERAL MANAGER. IN THE LOGISTICS DIRECTORATE, COMPRISING A STAFF OF 350, THE 9 KEY OFFICERS - 6 A-5 AND 3 A-4-- WHO REPORT DIRECTLY TO ME ALL RECEIVE SALARIES AND EMOLUMENTS EXCEEDING MY OWN, ALTHOUGH THE RESPONSIBILITIES AND DUTIES ARE CONSIDERABLY LESS THAN MINE. I CONSIDER THAT THE SITUATION DESCRIBED ABOVE IS INEQUITABLE, AND ACCORDINGLY REQUEST THAT I BE PERMITTED TO RETIRE FROM THE US CIVIL SERVICE AND RETAIN MY PRESENT POSITION AS NAMSA DIRECTOR OF LOGISTICS AS AN INTERNATIONAL EMPLOYEE OF NATO. I RECOGNIZE THAT AS A US CITIZEN SERVING IN A SENIOR NAMSA POSITION I WOULD CONTINUE TO BE BOUND BY THE LIMITATIONS IMPOSED BY DOD INSTRUCTION 1404.8. ALTHOUGH I WOULD PREFER AUTHORIZATION TO BE PAID THE SALARY AND EMOLUMENTS OF A NATO GRADE A-6 EMPLOYEE, I WOULD BE WILLING TO HAVE MY NATO SALARY AND EMOLUMENTS LIMITED TO THOSE OF THE TOP OF NATO GRADE A-3, SHOULD SUCH RELIEF BE MORE READILY AVAILABLE AS AN ADMINISTRATIVE MATTER. THE SALARY AND EMOLUMENTS OF A NATO GRADE A-3 EMPLOYEE, WHEN ADDED TO MY RETIRED PAY, WOULD, I FEEL, PLACE ME IN A MORE EQUITABLE SITUATION. UNQUOTE.

3. MISSION COMMENT: DURING VISIT WITH MISSION'S DIRECTOR OF PERSONNEL, MR. SPAULDING REQUESTED THAT HIS LETTER BE FORWARDED TO THE DEPARTMENTS FOR CONSIDERATION. AT THAT TIME, MR. SPAULDING WAS INFORMED THAT HIS REQUEST IS NOT COMPATIBLE WITH THE POLICY OBJECTIVE AND BASIC AGREEMENT COVERING DIRECT HIRE OF U.S. CIVILIANS BY NATO AS CONFIRMED IN REFTEL. SPAULDING THEN REQUESTED AND WAS PROVIDED WITH A COPY OF REFTEL. THEREFORE, MISSION PLANS TO INFORM SPAULDING BY LETTER THAT HIS REQUEST CANNOT BE APPROVED. PLEASE CONFIRM. END COMMENT
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<< END OF DOCUMENT >>

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